

This study sought to assess the effects of human resource policies on the performance of the employees a case study of GTI Mombasa. The study is arranged in five chapters each covering a different topic related to the entire question of study. The study in the first chapter deals with introduction and background information of the institution. It explains the history of the institution and how it has changed over a period of time. The chapter also covers the reasons why the study is important and the major beneficiaries of the information. It also highlights the major challenges the research faced when getting the data. Chapter two explains what other authors have said about the subject their critics and strengths on the hypothesis and how the human resource practices affect the overall performance of the institute. It gives an analysis of how the human resource practices and policies form the fabric of any organization. Chapter three explains the methodology used to collect data. The researcher has employed descriptive research design in the study. Questionnaires were distributed to various groups and findings were analyzed from them. Other research instruments used include observation guide and personal interview guides that were given to specific groups. Various government documents and policy papers relevant to the operations with a view to identify and assess the performance of the institute. Chapter four presents the findings, data interpretation and analysis in form of tables, graphs and pie charts covering the responses under specific headings. The data given shows that human resource practices and policies have a direct impact on performance as shown by 58% of respondents.